

# **IOWA HAWKEYES**

UNIVERSITY OF IOWA DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

July 25, 2018

Lisa Bluder  
Women's Basketball  
Carver-Hawkeye Arena

Dear Lisa:

Per our recent discussion, I am providing a letter of clarification regarding the terms of your contract. In the July 1, 2016 amendment, there is a reference made in paragraph 1 stating:

“Pursuant to Paragraph 1 of the Head Coach Contract dated May 10, 2011, and amended as Paragraph 1 on November 4, 2013, the current contract expires June 30, 2021. At the time the team next qualifies for the NCAA Tournament, two years will be added to the Coach's contract instead of one year as previously set forth in Paragraph 1 of the November 4, 2013 amendment. Once the two-year extension is earned for the next NCAA Tournament qualification, all subsequent NCAA Tournament appearances shall result in a one-year contract extension as set forth in Paragraph 1 of the November 4, 2013 amendment. At no time shall Coach have more than seven years remaining at any time during the term of this contract.”

Your team participated in the 2018 NCAA Tournament. This letter documents your contract will be extended by two years ending June 30, 2023. Please let me know if you have additional questions.

Sincerely,



Gary A. Barta  
Henry B. and Patricia B. Tippie Director of Athletics Chair

cc: Personnel File  
Barbara Burke, Deputy Director of Athletics and Senior Woman Administrator  
Suzanne Hilleman, Associate Athletics Director, Human Resources  
Lyla Clerry, Associate Athletics Director, Compliance



The University of Iowa  
Department of Intercollegiate Athletics  
Carver-Hawkeye Arena  
Iowa City, Iowa 52242-1020

## AMENDMENT TO HEAD COACH CONTRACT

This Amendment to the Head Coach Contract between the State University of Iowa (University) and Lisa Bluder (Coach), effective July 1, 2016, is attached to and incorporates by reference all of the terms and conditions of the Head Coach Contract between University and Coach effective May 10, 2011, the Amendment to Head Coach Contract effective November 4, 2013, and the Amendment to Head Coach Contract effective July 1, 2015, except as modified herein.

The parties hereto promise and agree as follows:

1. Pursuant to Paragraph 1 of the Head Coach Contract dated May 10, 2011, and amended as Paragraph 1 on November 4, 2013, the current contract expires June 30, 2021. At the time the team next qualifies for the NCAA Tournament, two years will be added to the Coach's contract instead of one year as previously set forth in Paragraph 1 of the November 4, 2013 amendment. Once the two-year extension is earned for the next NCAA Tournament qualification, all subsequent NCAA Tournament appearances shall result in a one-year contract extension as set forth in Paragraph 1 of the November 4, 2013 amendment. At no time shall Coach have more than seven years remaining at any time during the term of this contract.
2. Paragraph 3 of the Head Coach Contract dated May 10, 2011, and amended as Paragraph 2 on November 4, 2013, is hereby amended to delete the following language:

3. ANNUAL COMPENSATION

In each of the remaining contract years, a percentage increase in base salary (includes I-Club appearances, television, radio) will be determined by team success.

- |   |     |
|---|-----|
| A. If the team does not qualify for the NCAA Tournament                 | 3%  |
| B. If the team qualifies for the NCAA Tournament                        | 6%  |
| C. If the team advances to 3 <sup>rd</sup> round of the NCAA Tournament | 8%  |
| D. If the team advances to the Elite 8 or beyond                        | 10% |

Other guaranteed income (camps, shoe and apparel):

\$50,000 per year for the remaining years of this contract.

And replace it with the following:

3. ANNUAL COMPENSATION

- |   |    |
|---|----|
| A. If the team does not qualify for the NCAA Tournament<br>and earns less than 8 Big Ten wins | 3% |
|---|----|

- B. If the team does not qualify for the NCAA Tournament and earns 8 Big Ten wins or greater 5%
- C. If the team qualifies for the NCAA Tournament 8%
- D. If the team advances to 3<sup>rd</sup> round of the NCAA Tournament 10%
- E. If the team advances to the Elite 8 or beyond 15%

F. Other guaranteed income (camps, shoe and apparel):

\$115,000 per year for the remaining years of this contract.

- 3. Paragraph 4, Section E of the Head Coach Contract dated May 10, 2011, and amended as Paragraph 1 on July 1, 2015, is deleted in its entirety.
- 4. Paragraph 4, Section D of the Head Coach Contract dated May 10, 2011, and amended as Paragraph 3 on November 4, 2013, is deleted in its entirety and replaced with the following:

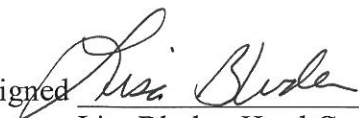
D. Longevity Bonus

June 30, 2017	\$100,000
June 30, 2018	\$125,000
June 30, 2019	\$150,000
June 30, 2020	\$200,000
June 30, 2021	\$175,000


All other terms and conditions of the Head Coach Contract between University and Coach effective May 10, 2011, the Amendment to Head Coach Contract effective November 4, 2013, and the Amendment to Head Coach Contract effective July 1, 2015, shall remain in full force and effect.

I have read and understand the terms contained in this Amendment to Head Coach Contract effective the day and date first above written.

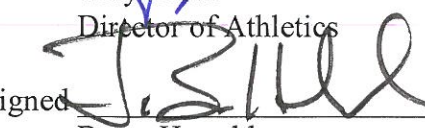
Date 10.31.16

Signed   
Lisa Bluder, Head Coach  
Women's Basketball

Date 10-31-16

Signed   
Gary Barta  
Director of Athletics

Date 11.3.16

Signed   
Bruce Harreld  
President



# IOWA HAWKEYES

UNIVERSITY OF IOWA DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

December 15, 2014

Lisa Bluder  
Women's Basketball  
Carver-Hawkeye Arena

Dear Lisa:

Per our recent discussion, I am providing a letter of clarification regarding the terms of your contract. In the November 4, 2013, amendment there is a reference made in paragraph 1 stating:

“At any time during this agreement, beginning with the 2012-13 season, when the team qualifies for the NCAA Tournament an additional year will be added to Coach's contract. An additional year will also be added if the team wins the Big Ten regular season or tournament Championship. Coach may qualify for this provision multiple times but she shall not have more than seven years remaining at any time during the term of this contract.”

In your original contract, the date of expiration was June 30, 2018. Even though paragraph 3 of your November 4, 2013 amendment added one year to the longevity bonus through June 30, 2019, the amendment did not extend the term of your original contract beyond June 30, 2018. However, in the 2012-13 and 2013-14 seasons, your team qualified for the NCAA Tournament so you earned a two year extension to your contract pursuant to the paragraph above.

As a result, this letter is intended to clarify our interpretation and to indicate your contract will run through June 30, 2020. Please let me know if you have additional questions.

Sincerely,

  
Gary A. Barta  
Director of Athletics

GAB/mm



The University of Iowa  
Department of Intercollegiate Athletics  
Carver-Hawkeye Arena  
Iowa City, Iowa 52242-1020

## THE UNIVERSITY OF IOWA

### AMENDMENT TO HEAD COACH CONTRACT

This Amendment to the Head Coach Contract between the State University of Iowa (University) and Lisa Bluder (Coach), effective July 1, 2015, is attached to and incorporates by reference all of the terms and conditions of the Head Coach Contract between University and Coach, effective May 10, 2011, and the Amendment to Head Coach Contract, effective on November 4, 2013, except as modified herein.

The parties hereto promise and agree as follows:

1. Paragraph 4, Section E of the Head Coach Contract effective May 10, 2011 (Head Coach Contract) is hereby amended to delete the following language:

Coach will receive a bonus listed below when the ticket revenue exceeds the stated levels. This bonus will be paid at the highest level achieved and will be in place for the 2011-12, 2012-13, and 2013-14 seasons. The revenue amount and the bonus dollar figures will be reviewed following the 2013-14 season. If mutually agreeable, new amounts will be established and the contract for this piece be amended.

<u>Total Ticket Revenue</u>	<u>Coach's Bonus</u>
\$175,000+	\$20,000
\$200,000+	\$35,000
\$250,000+	\$50,000

And replace it with the following:


Coach will receive a bonus listed below when the ticket revenue exceeds the stated levels. This bonus will be paid at the highest level achieved.

<u>Total Ticket Revenue</u>	<u>Coach's Bonus</u>
\$200,000+	\$35,000
\$250,000+	\$50,000
\$300,000+	\$65,000

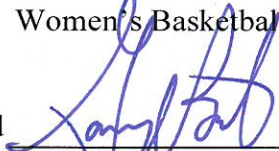
All other terms and conditions of the Head Coach Contract between University and Coach effective May 10, 2011 and the Amendment to the Head Coach Contract effective November 4, 2013, shall remain in full force and effect.

I have read and understand the terms contained in this Amendment to Head Coach Contract effective the day and date first above written.

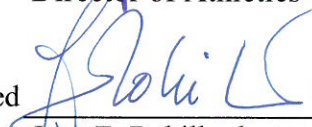
Date 8/10/15

Signed   
Lisa Bluder, Head Coach  
Women's Basketball

Date 7/24/15

Signed   
Gary A. Barta  
Director of Athletics

Date 9/21/2015

Signed   
Jean E. Robillard  
Interim President

## **THE UNIVERSITY OF IOWA**

### **AMENDMENT TO HEAD COACH CONTRACT**

This Amendment to the Head Coach Contract is executed by and between the State University of Iowa (University) and Lisa Bluder (Coach) effective the 4th day of November, 2013.

The parties hereto promise and agree as follows:

1. Paragraph 1 of the Head Coach Contract dated May 10, 2011 is amended to add the following language at the end of the current paragraph:

At any time during this agreement, beginning with the 2012-13 season, when the team qualifies for the NCAA Tournament an additional year will be added to Coach's contract. An additional year will also be added if the team wins the Big Ten regular season or tournament Championship. Coach may qualify for this provision multiple times but she shall not have more than seven years remaining at any time during the term of this contract.

2. Paragraph 3 of the Head Coach Contract dated May 10, 2011 is deleted in its entirety and replaced with the following:

#### **3. ANNUAL COMPENSATION**

In each of the remaining contract years, a percentage increase in base salary (includes I-Club appearances, television, radio) will be determined by team success.

- |   |     |
|---|-----|
| A. If the team does not qualify for the NCAA Tournament                 | 3%  |
| B. If the team qualifies for the NCAA Tournament                        | 6%  |
| C. If the team advances to 3 <sup>rd</sup> round of the NCAA Tournament | 8%  |
| D. If the team advances to the Elite 8 or beyond                        | 10% |

Other guaranteed income (camps, shoe and apparel):

\$50,000 per year for the remaining years of this contract.

Pursuant to standard University policies, Coach's annual salary will be paid on a fiscal year basis dating from July 1 to June 30.

3. Paragraph 4D is deleted in its entirety and replaced with the following:

**D. Longevity Bonus**


June 30, 2014	\$70,000
June 30, 2015	\$70,000
June 30, 2016	\$80,000
June 30, 2017	\$80,000
June 30, 2018	\$90,000
June 30, 2019	\$90,000

During the term of this Contract, should Coach become the all-time winningest women's basketball coach in Iowa history, a one-time \$15,000 payment will be added to the Longevity Bonus in the year she achieves that milestone.

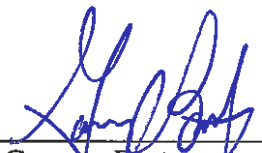
4. The parties agree to review the terms and conditions of this Contract following the 2015-2016 women's basketball season.
5. All other terms and conditions of said Head Coach Contract dated May 10, 2011 between University and Coach shall remain in full force and effect.

I have read and understand the terms contained in this Amendment to Head Coach Contract dated the day and date first above written.

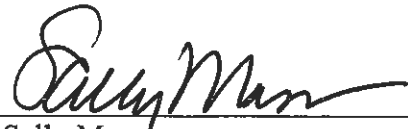
Date 11-19-13

Signed   
Lisa Bluder  
Head Coach, Women's Basketball

Date 11-19-13

Signed   
Gary A. Barta  
Director of Athletics

Date 12/3/13

Signed   
Sally Mason  
President



**THE UNIVERSITY OF IOWA**

**HEAD COACH CONTRACT**

**Women's Basketball**

This Contract is executed by and between the State University of Iowa (University) and Lisa Bluder (Coach), effective May 10, 2011.

The parties hereto promise and agree as follows:

**1. EMPLOYMENT TERM**

The term of Coach's appointment to the position of Head Women's Basketball Coach shall begin July 1, 2011, and continue until June 30, 2018.

**2. DUTIES**

The Coach is responsible for supervising, planning and coordinating the Women's Basketball program, and in so doing, Coach is expected to fulfill those duties listed in Appendix A, hereby incorporated by reference.

While the duties of assistant coaches shall be assigned by the head coach, it is understood that the head and the assistant coaches are directly responsible, separately and collectively, to the Director of Athletics for compliance with the policies of the University and the rules and regulations of the Big Ten Conference Inc., and the constitution and bylaws (and official interpretations thereof) of the National Collegiate Athletic Association (NCAA).

It is understood that assistant coaches are immediately responsible to the head coach, who, in turn, is responsible for the activities of her staff as they relate to the athletic interests of the University.

Coach understands and agrees that the Director of Athletics, as the administrative officer for the University, is charged with the responsibility to operate the program of intercollegiate athletics within the policies of the Board of Regents, State of Iowa, and the University and in accordance with the constitution, bylaws, rules, regulations, and policies of the Big Ten and the NCAA. In signing this Contract, Coach signifies that she understands and shall comply with the policies, rules and regulations of the Regents, University, Big Ten Conference, and the NCAA and agrees to abide by directives of the Director within the context of the above-mentioned policies, rules and regulations as a condition of her employment.

Coach understands and agrees that she must notify the Director of Athletics prior to discussing any employment opportunities outside The University of Iowa and outside the scope of this Agreement.

### 3. ANNUAL COMPENSATION

University agrees Coach will be paid a guaranteed annual salary as follows:

*Base Salary (Includes I-Club appearances, television, radio):*

July 1, 2011 – June 30, 2012	\$393,000
July 1, 2012 – June 30, 2013	\$409,000
July 1, 2013 – June 30, 2014	\$425,000
July 1, 2014 – June 30, 2015	\$442,000
July 1, 2015 – June 30, 2016	\$460,000
July 1, 2016 – June 30, 2017	\$478,000
July 1, 2017 – June 30, 2018	\$497,000

*Other guaranteed income (camps, shoe and apparel):*

\$50,000/year for all 7 years

Pursuant to standard University policies, Coach's annual salary will be paid on a fiscal year basis dating from July 1 through June 30.

### 4. RECURRING INCENTIVE COMPENSATION

University agrees Coach will be paid annual incentive payments as described, should she meet the academic and athletic criteria described in this paragraph. Any such payment(s) will be made within sixty (60) days of the date of meeting the criteria:

#### A. Competitive Incentives

• Overall Season Winning Percentage at/above 65%	\$50,000
• Big Ten Regular Season Champions	\$50,000
• Big Ten Tournament Champions	\$25,000
• NCAA Tournament Appearance	\$35,000
• NCAA Sweet 16	\$50,000
• NCAA Elite 8	\$50,000
• NCAA Final Four	\$100,000
• NCAA National Champions	\$100,000

#### B. Coach of the Year Honors

• Big Ten Coach of the Year	\$10,000
• National Coach of the Year	\$25,000

#### C. Academic Incentives

• *Annual (6 year) graduation rate of 70%	\$25,000
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- and/or
- \*APR (annual #)
  - 950-074 \$15,000
  - 975-999 \$30,000
  - 1000 \$50,000

\*Can be both

**D. Longevity Bonus**

- June 30, 2012 \$50,000
- June 30, 2013 \$50,000
- June 30, 2014 \$60,000
- June 30, 2015 \$65,000
- June 30, 2016 \$65,000
- June 30, 2017 \$70,000
- June 30, 2018 \$70,000

**E. Revenue Share – Ticket Sales:**

Coach will receive a bonus listed below when the ticket revenue exceeds the stated levels. This bonus will be paid at the highest level achieved and will be in place for the 2011-2012, 2012-2013, and 2013-2014 seasons. The revenue amount and the bonus dollar figures will be reviewed following the 2013-14 season. If mutually agreeable, new amounts will be established and the contract for this piece be amended.

<u>Total Ticket Revenue</u>	<u>Coach's Bonus</u>
\$175,000 +	\$20,000
\$200,000 +	\$35,000
\$250,000 +	\$50,000

**F. Sports Camps and University Public Relations**

Coach and her assistants provide important public relations efforts for the University and the Athletics Department. In recognition of these efforts, Coach's assistants will be guaranteed an additional \$20,000 per year to be shared in amounts designated by her. Head Coach and Director of Athletics shall collaborate on final disbursements.

The public relations efforts include, but are not limited to, sports camps and I-Club appearances.

In regards to sports camps, Coach and her assistant coaches shall participate in a Summer Basketball Sports Camp to be run through

University offices and which shall follow University insurance, business, and accounting practices.

Coach shall comply with the University policies regarding the conduct of such camps, including use and distribution of financial benefits received from the Summer Basketball Sports Camps, via the Payroll Office, supplemental compensation and accounting requirements.

## **5. OUTSIDE COMPENSATION/CONFLICT OF INTEREST/COMMITMENTS**

Upon advance written approval of the Director of Athletics and the President, Coach may enter into agreements with other parties to provide services not included within this Contract for compensation as long as such services can be performed under the following conditions: (a) the services performed are permitted by the Big Ten Conference, NCAA, and state law; (b) such services do not interfere with the Coach's obligations under this Contract and are fully consistent with all rules and policies of the Board of Regents and the University, including without limitation the University's policy on Conflict of Interest/Commitment; and, (c) the services, as determined by the University, do not impair Coach's ability to fulfill assigned duties or reflect adversely on the Coach's fitness to serve as Head Coach.

## **6. BENEFITS**

Coach shall receive standard fringe and employee benefits pursuant to University policy, with contributions and benefit amounts based only on the guaranteed annual salary. Coach shall also receive any employee-related benefits normally available to University professional employees in the Athletics Department, including those related to her position as Head Coach contained in attached Appendix B.

## **7. DISCLOSURE**

Beginning with the effective date of this Contract, the Coach shall disclose annually on or about August 31 to the President and the Director of Athletics, sources and amounts of athletically-related benefits from sources outside the University to the extent such disclosure is required by the NCAA or the Big Ten Conference.

## **8. DISCIPLINE**

If the Director of Athletics reasonably determines that Coach has acted in violation of this Contract, or Big Ten Conference or NCAA rules, whether while employed by University or during prior employment at another NCAA member institution, Coach may be subject to disciplinary action, including without limitation, suspension with or without pay, and/or termination pursuant to Paragraphs 9 or 10.

## **9. TERMINATION BY UNIVERSITY FOR CAUSE**

The University may terminate this Contract for cause. "Cause" as used in this Contract shall mean the following:

- A.** One significant or repetitive violations of the duties of the Head Women's Basketball Coach, which are outlined in Appendix A, or of any of the other terms/conditions of this Contract, or a refusal or unwillingness to perform such duties in good faith and to the best of the Coach's abilities;
- B.** A major violation or multiple secondary violations of NCAA or other Governing Association rules or regulations by Coach, a member of the Basketball coaching staff, or other person under the Coach's supervision or direction which, as determined by the University, (i) could result in the NCAA or other Governing Association placing the University on probation, a finding of a lack of institutional control, loss of grants in aid, loss of post-season play, or loss of revenue, and which (ii) the Coach knew or should have known about with reasonable diligence and oversight;
- C.** A violation of any rule, regulation, or policy of the NCAA, Big Ten Conference, Regents, or University involving fraud, dishonesty, moral turpitude, violence, or conflict of interest, or commission of a crime whether prosecuted or not (excluding minor traffic offenses) involving fraud, dishonesty, moral turpitude, violence, or conflict of interest, or any other personal conduct that, as reasonably determined by the University, impairs Coach's ability to fulfill assigned duties or reflects adversely on the Coach's fitness to serve as head coach;
- D.** Death, prolonged absence, or physical or mental incapacity to perform assigned duties. Said physical or mental incapacity shall be determined by the majority of a panel of three physicians. One such physician shall be chosen by the University, one by Coach and the third physician shall be chosen by the two appointed by the parties.

In the event of termination under this paragraph, University's sole obligation to Coach shall be payment of her salary and standard University employee benefits provided for herein in Paragraphs 3 and 6 to the date of such termination. Prior to termination for cause, other than for death, University shall provide thirty (30) days' written notice of the factual basis for the proposed action and an informal opportunity for Coach to rebut the factual basis alleged. In the event of death, this Contract shall terminate automatically at the time of death. The University shall not be liable to Coach for any other collateral business opportunities or other benefits associated with Coach's position as head basketball coach, or as an employee of the Department of Athletics as described in Paragraph 6 and Appendix B.

Coach may challenge University's termination of Coach for cause before a panel of arbitrators. The arbitration panel shall consist of three members, one person selected



by the University, one by Coach, and a third person agreed upon by the nominees of the parties. In the event the parties are unable to agree upon a third arbitrator within 14 days, the parties shall request a list of 10 arbitrators from the American Arbitration Association selected for their experience in resolving similar disputes. The parties will select an arbitrator from the list by the "stricken" method, with Coach having the first and last strike. The parties will share equally the costs of the arbitration, but shall bear individually the costs of their own counsel and representation.

University shall bear the burden of proving by a preponderance of the evidence that a violation occurred under one or more of the above subparagraphs, and where relevant, that it had reasonable grounds to believe it would be subject to the specified sanctions from the NCAA, Big Ten Conference, or other Governing Association. In all other respects, unless the parties otherwise agree, the arbitration will be conducted in accordance with the rules of the American Arbitration Association. The decision of the panel shall be final and binding upon the parties.

This process is in lieu of any other University grievance procedure that might be available to Coach. In the event the panel, or a court of competent jurisdiction, determines the University lacked cause for terminating Coach, the liquidated damage provision of Paragraph 10 shall apply.

#### **10. TERMINATION BY UNIVERSITY WITHOUT CAUSE; LIQUIDATED DAMAGES**

The University may terminate this Contract at any time without cause. In such event, Coach will not be reassigned to any other position within the Department of Athletics. Further, in such event, University shall pay to Coach as liquidated damages and not compensation, in lieu of any and all other legal remedies or equitable relief, the base salary from Paragraph 3 above for each year or portion thereof (*pro rata*) remaining in this Contract. The University shall not be liable to Coach for any University benefits or any collateral business opportunities or other benefits associated with Coach's position as Head Women's Basketball Coach described in Paragraph 6 or Appendix B. The parties have bargained for this liquidated damages provision, giving consideration to the following: This is a Contract for personal services. The parties recognize that a termination of this Contract by University prior to its natural expiration may cause Coach to lose certain benefits, supplemental compensation or outside compensation relating to her employment at University, which damages are difficult to determine with certainty. Accordingly, the parties agree to this liquidated damage provision.

#### **11. TERMINATION BY COACH; LIQUIDATED DAMAGES**

Coach agrees not to seek or apply for other coaching positions without prior notice to the Director of Athletics. However, Coach may terminate this Contract without cause upon thirty (30) days written notice to University. In the event of such termination, University's sole obligation to Coach shall be payment of her compensation as provided in Paragraph 3 and standard University employee benefits under Paragraph 6 hereof through the date of such termination, as well as any incentive compensation

earned but unpaid pursuant to Paragraph 4 above. The University shall not be liable to Coach for any other collateral business opportunities or other benefits associated with Coach's position as head basketball coach or as an employee of the Department of Athletics as described in Paragraph 6 and Appendix B.

## **12. UNIVERSITY RECORDS**

All materials or articles of information including, without limitation, personnel records, recruiting records, team information, films, statistics or any other material furnished to the Coach by the University or developed by the Coach on behalf of the University or at the University's direction or for the University's use in connection with the Coach's employment hereunder are and shall remain the property of the University. In the event of the Coach's termination as provided herein, the Coach shall immediately cause any such materials in her possession to be delivered to the University. Coach may request copies of University records relating to the Basketball program, which request shall not unreasonably be denied.

## **13. DISPUTE RESOLUTION**

It is mutually understood that every effort will be made to resolve intradepartmental and interpersonal conflicts or disagreements as internal matters to be resolved in a spirit of goodwill among those concerned. An action on the part of any coach to publicly report internal problems or disagreements that arise will be regarded as contrary to the terms of this Contract. Public information should be provided through the Sports Information Service and in accordance with policies mutually agreed to by coaches, the Director of Athletics and the University.

## **14. INTERPRETATION AND APPLICABLE LAW**


This agreement is made under and shall be interpreted according to the laws of the State of Iowa. Any rule to the effect that an agreement shall be construed against the party drafting shall have no application to this agreement. If any provision of the agreement or the application thereof shall be held invalid or unenforceable, the remaining provisions and their application shall not be affected thereby and shall continue to be fully effective and enforceable.

## **15. ENTIRE AGREEMENT AND MERGER**


This Contract constitutes the full and complete agreement of the parties. No prior or subsequent written or oral understandings or representations pertaining to the subject matter of this Contract shall be binding upon the parties unless contained herein or set forth in the form of written amendment(s) to the Contract, executed by both parties prior to becoming effective.

I have read and understand the Contract and agree to abide by its terms and conditions.

Date 5-10-11

Signed   
Lisa Bluder, Head Coach  
Women's Basketball

Date 5-10-11

Signed   
Gary Barta  
Director of Athletics

Date 5/13/11

Signed   
Sally Mason  
President

## **APPENDIX A**

### **DUTIES OF HEAD COACH**

Coach shall devote her full time and best efforts toward directing, developing and implementing the University Women's Basketball program as set forth below and in the Professional and Scientific Position Description attached hereto:

- (a) General Program Management:
  - (i) conduct herself and the Women's Basketball program in accordance with the Constitution and Bylaws of the Big Ten Conference and the NCAA;
  - (ii) have oversight responsibility for administrative duties pertaining to the Women's Basketball program;
  - (iii) supervise the conduct of assistant coaches and staff and their activities, including compliance with the Conference and NCAA legislation and provide annual evaluations thereof;
  - (iv) follow appropriate departmental chain of command;
  - (v) abide by all applicable Board policies, University, Conference, and NCAA rules and regulations;
  - (vi) perform other duties as Head Coach as may be assigned by the Director of Athletics and/or President, within reason.
- (b) Teaching/Training:
  - (i) teach the mechanics and techniques of basketball to team members;
  - (ii) coach student-athletes, analyze performances, and instruct student-athletes in areas of deficiency;
  - (iii) develop team for sport competition; oversee daily practice of student-athletes;
  - (iv) assist Strength Coach in designing and implementing a strength program.
- (c) Counseling/Advising Student-Athletes:
  - (i) in conjunction with the faculty, encourage academic progress of student-athletes toward graduation;

- (ii) cooperate with student services for the benefit of student-athletes;
  - (iii) require exemplary citizenship of student-athletes;
  - (iv) support and cooperate with Department of Athletics and University student disciplinary policies and procedures.
- (d) Budget Management:
  - (i) maintain full responsibility for the fiscal and budgetary functions associated with the Women's Basketball program and perform such functions in accordance with University policies.
- (e) Recruiting:
  - (i) recruit talented student-athletes for the Women's Basketball program who will be committed students and exemplary citizens.
- (f) Public Relations:
  - (i) promote the University, the Athletics Department, and the Women's Basketball program.
- (g) Summer Sport Camps:
  - (i) participate in University Summer Basketball Sport Camp programs and comply with the University policies regarding the conduct of such camps.



## **APPENDIX B**

University will provide two (2) automobiles and reasonable and appropriate automobile insurance for exclusive use of head coach and spouse. Personal usage is subject to current IRS regulations.

During the term of this Contract, Coach will receive a basic family membership at the University Athletic Club comparable to the membership Coach has at the time of the execution of this contract. University will pay the annual membership fee. Coach will be responsible for all other family charges incurred at the University Athletic Club.

Coach will receive free golf privileges at the University's Finkbine Golf Course.

Coach will receive five game tickets to each Women's Basketball home game for her family and up to 15 game tickets to each Women's Basketball home game for marketing/public relations business purposes subject to regular University auditing and compliance procedures. Coach will also have the option to accept up to five complimentary season passes in Men's Football, Men's Basketball, Volleyball, and/or Wrestling. For all other sports with admission charges, families may check in through the pass gate.

Space permitting, University will allow Coach's immediate family to accompany the team to away games on charter aircraft or bus and will pay the reasonable costs of such travel. Reimbursement for other travel must be mutually agreed upon by Coach and Athletics Director.

University will also reimburse Coach for the meal costs incurred by immediate family on such travel, subject to University rules, regulations, and daily limits.

**Basketball Discretionary Fund:** There will be established and funded at \$10,000 per year a fund for discretionary use of the head coach on departmental public relations expenses. All expenditures are subject to regular review and audit per University and Foundation policies. This fund may not be used for personal items or to reimburse non-business expenses.

It is understood that all funds collected or expended by Coach or her staff on behalf of the University or the Basketball Program will be administered from source to expenditure in accordance with the policies of the University and the rules and regulations of governing bodies for intercollegiate athletics with which The University of Iowa is affiliated.

Some or all of these benefits may be subject to federal and state income tax withholding and reporting. The University reserves the right to withhold and/or report appropriate amounts as required by law.